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July 20, 1955

MEMORANDUM FOR: Colonel L. K. White  
Deputy Director, Central Intelligence Agency

Subject: CIA Supergrade Structure

We have reviewed the study on CIA supergrades which you transmitted by note on July 11, 1955. In terms of the approach used in this matter, we felt the study was objective and fair.

Ultimately, as you indicate, supergrades can only be justified on a job-by-job basis. We would not attempt to substitute our judgment for yours on this basis, but it would be useful to us if, prior to our discussion on this matter, you could provide, by organizational or brief descriptive title:

- a) A list of the [redacted] supergrades now under the ceiling;
- b) A list of the additional [redacted] positions approved for supergrade level by the DCI; and
- c) A list of the additional positions among the [redacted] approved by the Supergrade Review Board.

To the extent that administrative action has been completed, it would also be useful to have a list - if you have it - of illustrative examples of the additional positions which might warrant supergrade salaries if the ceiling were raised to [redacted]

In addition, the report indicates that, if the [redacted] ceiling were established, general or flag rank military officers on active duty and Foreign Service Officers of rank FSO-1 or higher class who are detailed to perform the duties of Agency positions would henceforth obligate supergrade ceiling positions. It would be useful to know how many such persons were on Agency rolls at the time [redacted] ceiling supergrade positions were occupied.

Lastly, the normal lag in filling top-level positions is always present. We have noted over a period of time, however, a greater number of unoccupied CIA supergrade positions than might be expected. Is this a continuing situation or one which is being worked on?

I will be prepared to discuss this question very shortly after the supplementary information is available.

Robert M. Macy  
Chief, International Division